

Comparisons of Job Characteristics

Focus Occupation: Sales Managers (11-2022)

Associated Occupation: First-Line Supervisors of Non-Retail Sales Workers (41-1012)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 94

Focus Occupation: Sales Managers (11-2022)

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Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Sales and Marketing	5.2	17.9	21.6	>>	Current knowledge level is likely more than sufficient
Administration and Management	8.4	13.4	14.7	0	Current knowledge level may be sufficient
Economics and Accounting	4.4	13.3	9.8	<<	Extensive education and/or training may be required
Personnel and Human Resources	5.6	12.4	12.4	0	Current knowledge level may be sufficient
Telecommunications	3.9	7.1	5.4	<	Expanded education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 98

Focus Occupation: Sales Managers (11-2022)

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Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Monitoring	9.9	13.6	14.9	0	Current skill level may be sufficient
Social Perceptiveness	9.1	13.2	14.6	>	Skill level is likely sufficient
Instructing	7.8	12.6	11.5	0	Current skill level may be sufficient
Management of Personnel Resources	6.9	12.6	13.3	0	Current skill level may be sufficient
Time Management	8.9	12.5	12.6	0	Current skill level may be sufficient
Coordination	9.1	12.3	13.8	>	Skill level is likely sufficient
Persuasion	7.4	11.6	14.2	>	Skill level is likely sufficient

Systems Evaluation	6.4	11.6	11.9	0	Current skill level may be sufficient
Learning Strategies	7.2	11.4	11.2	0	Current skill level may be sufficient
Negotiation	6.8	11.4	12.0	0	Current skill level may be sufficient
Systems Analysis	6.5	10.5	11.4	0	Current skill level may be sufficient
Management of Financial Resources	3.3	8.1	9.6	>	Skill level is likely sufficient
Management of Material Resources	3.7	8.1	7.3	<	A higher skill level may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities

Similarity of Focus Occupation to Associated Occupation: 96

Focus Occupation: Sales Managers (11-2022)

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Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Oral Expression	12.4	15.0	15.0	0	Current ability level may be sufficient
Speech Recognition	9.9	13.9	13.2	0	Current ability level may be sufficient
Speech Clarity	10.2	12.3	14.0	>	Current ability level is likely sufficient
Fluency of Ideas	7.6	11.0	12.2	>	Current ability level is likely sufficient
Originality	7.6	10.7	12.6	>	Current ability level is likely sufficient
Number Facility	6.3	10.0	9.5	0	Current ability level may be sufficient
Mathematical Reasoning	6.3	9.8	9.8	0	Current ability level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 86

Focus Occupation: Sales Managers (11-2022)

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Work Activities	Exclusivity of Activity
Analyze sales activities or trends	74
Assign work to staff or employees	30
Conduct or attend staff meetings	47
Conduct sales presentations	75
Develop budgets	56
Direct and coordinate activities of workers or staff	3
Evaluate information from employment interviews	72
Evaluate performance of employees or contract personnel	54
Hire, discharge, transfer, or promote workers	47
Make presentations	13

Oversee sales programs	89
Provide customer service	14
Recommend personnel actions, such as promotions, transfers, and dismissals	72
Resolve customer or public complaints	54
Use knowledge of written communication in sales work	69

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: n/a

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Tools and Technologies

Exclusivity

Tools and technology data is unavailable for one or both occupations.

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.